



US Army Corps
of Engineers



Facilities Engineering Acquisition Career Field

Dwight Beranek
FECF & CP-18 FCR

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Army Corps of Engineers



- Worldwide Organization
 - 9 Divisions with 45 Districts (New GRD w/3 districts and AED for GWOT)
 - 2 Engineering Support Centers
 - Laboratory and Studies Operations
- Civil Works workforce integral to acquisition mission in peacetime and war (already designated 1102's and some 800s in Contracting career field)
- Chief of Engineers – Functional Chief for all Army Engineers (also, USACE Head of Contracting Activity)

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USACE Mission



Military

- Military construction
- Base operations
- Environmental restoration
- Geospatial Engineering



Homeland Security



- Critical Infrastructure
- Air & Terrorism
- The Planner
- Infrastructure

Research &

- Military engineering
- Terrain & Geospatial
- Structures
- Environment



Water Resources

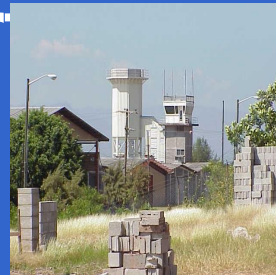


Civil Works

- Navigation, Hydropower
- Flood control, Shore Protection
- Water Supply, Regulatory
- Recreation, Disaster response

Interagency Support

- DOD
- Federal
- State
- Local
- International



Real Estate



- Acquire, manage & dispose
- DOD Recruiting facilities
- Contingency operations

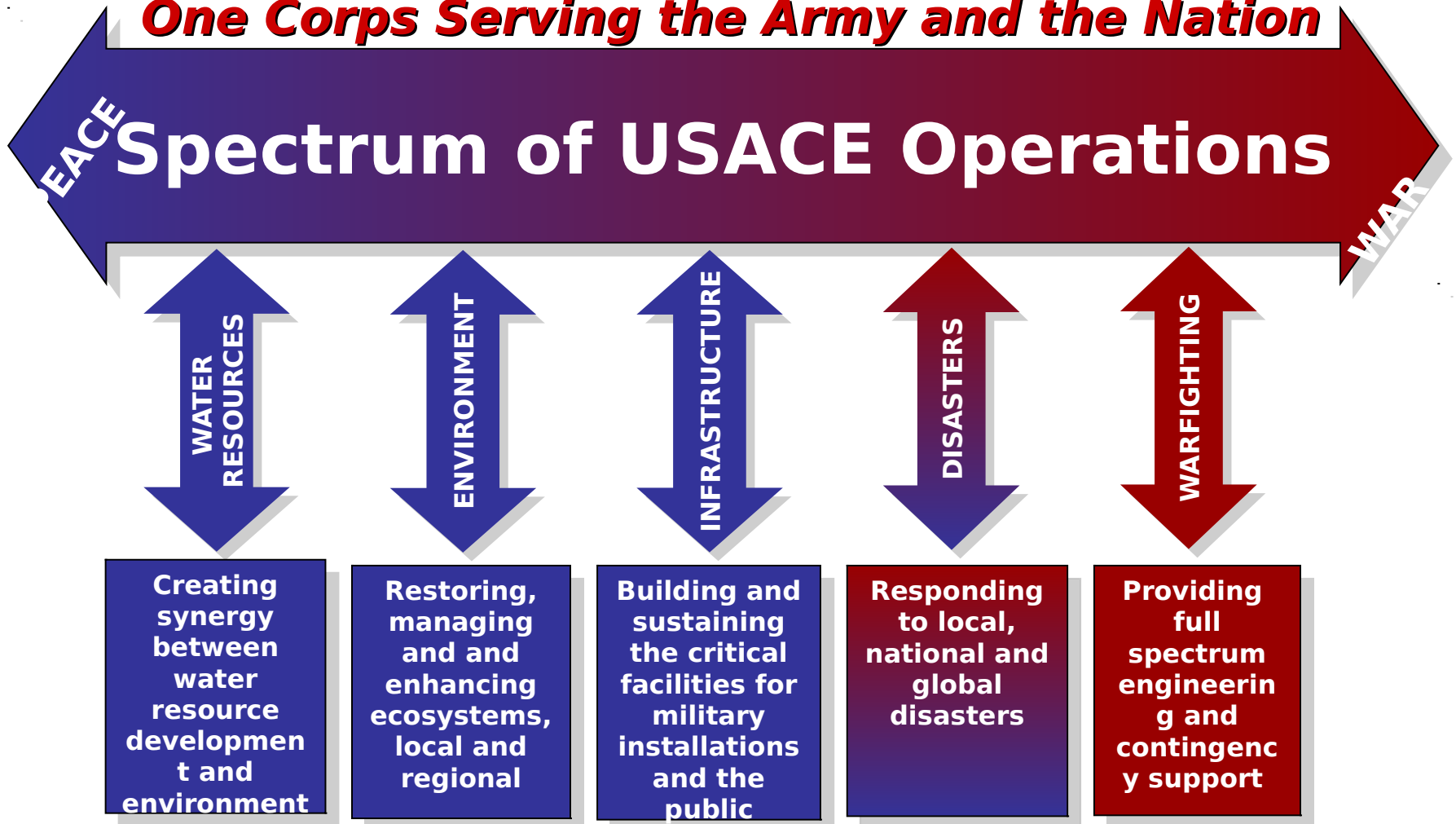


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USACE Operations



One Corps Serving the Army and the Nation



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Army Installation Management Agency



- **Mission---** Provide equitable, effective and efficient management of Army installations worldwide to support mission readiness and execution, enable the well-being of soldiers, civilians and family members, improve infrastructure and preserve the environment.
- **Established 1 October 2002** to provide management of all Army's installations under a single corporate body.
- **Seven regions around the world** to manage Base Operations Support (BOS), Sustainment, Restoration & Modernization (SRM), Operations & Maintenance (O&M), Army Reserves (AR) and Morale, Welfare, & Recreation (MWR) Activities.

Career Field Definition



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(Approved by OUSD
(A,T&L))



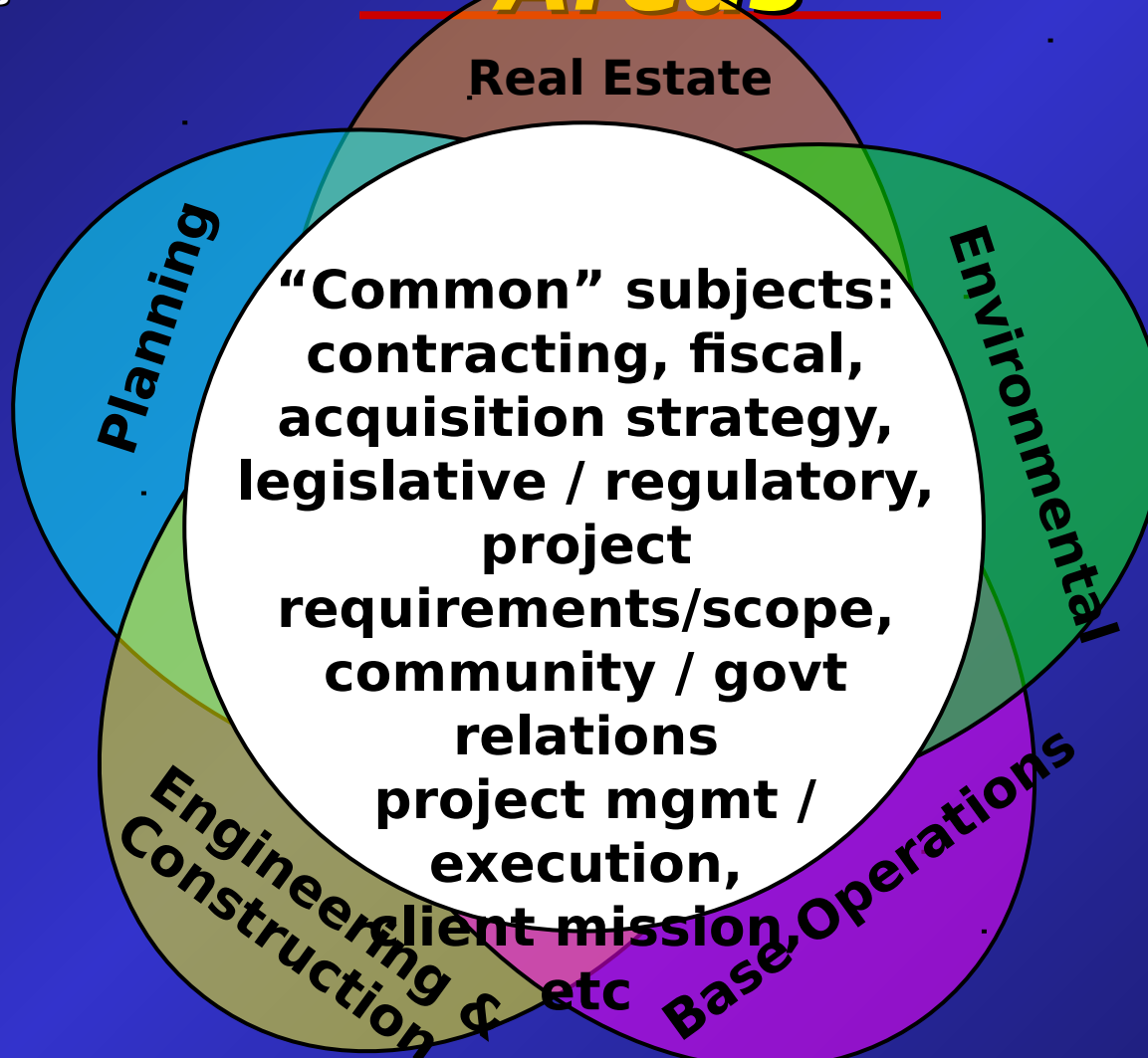
The Facilities Engineering Career Field encompasses a variety of professional individuals with diverse skills focused on the design, construction, and life-cycle maintenance of military installations, facilities, civil works projects, airfields, roadways, and ocean facilities. It involves all facets of life cycle management from planning through disposal, including design, construction, environmental protection, base operations and support, housing, real estate, and real property maintenance. Additional duties include advising or assisting Commanders, and acting as or advising program managers and other officials as necessary in executing all aspects of their responsibilities for facility management and the mitigation/elimination of environmental impact in direct support of the Defense



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FECF Knowledge Areas

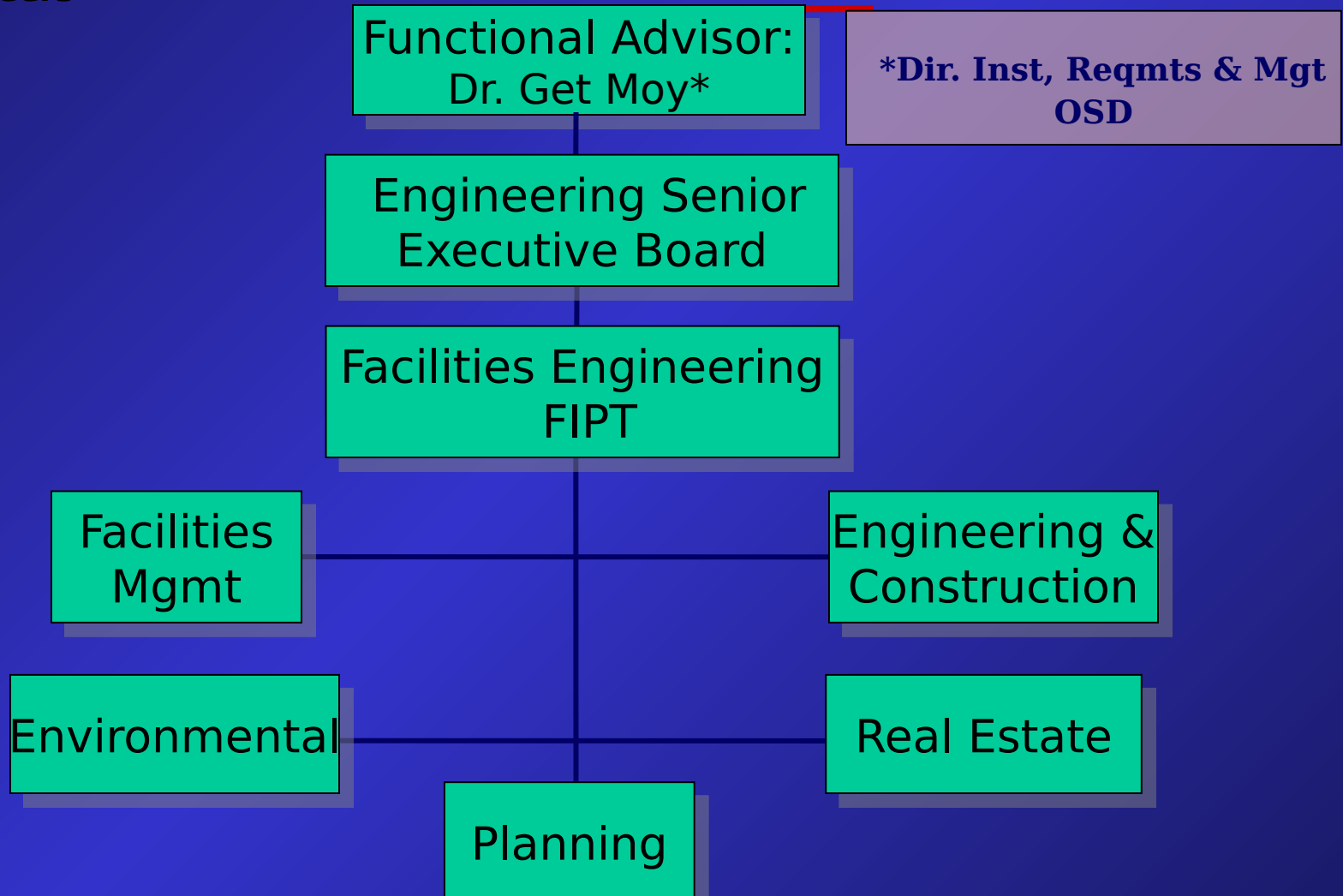


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FE Career Field Structure



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FE Career Paths



- **Experience:**
 - **Level I: GS 5-9: One year of FE acq. experience**
 - **Level II: GS 9-12: Two years of FE acq. experience**
 - **Level III: GS-13+: Four years of FE acq. Experience**
- **Education: Degree requirement**
 - **Baccalaureate desired for all levels**
 - **Advanced degree desired for Level III**
- **Training**
 - **Level I: ACQ 101 (online now)**
 - **Level II*: FE 201 (online now)**
 - **Level III**: FE 301 (mid FY-06)**

* Desired one additional DAU level I or II course from the other career fields

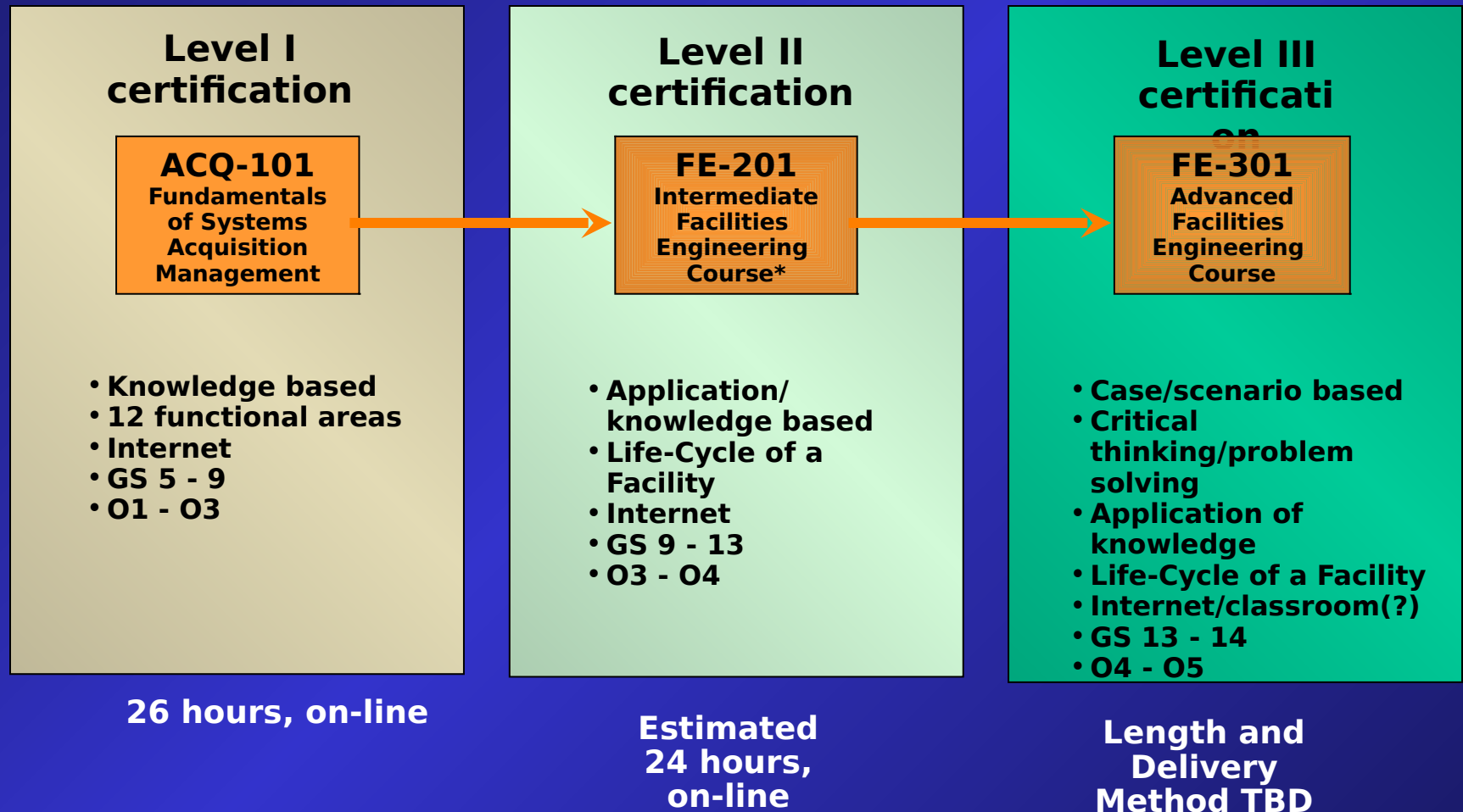
**Desired one additional DAU level II or III course from the other career fields

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FE Career Training



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FY 04 Assimilation Approach



- **DA guidance 8 Aug 03 approved phased process (Levels 1 & 2 first)**
- **Positions included CP-18 workforce plus RE and PMs; no WG positions**
- **Large “inclusive” feeder group at the lower levels 1 & 2 (GS 12 and below)**
 - * No college degree**
 - * No classroom**
- mandate**
- training required**
- Maintain competitiveness**
- **Likely smaller “exclusive” group at level 3**
- **USACE was ready to launch; IMA to follow...**
- UNTIL !!!!**

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Acquisition Workforce Freeze



- **Defense Authorization Act FY 2004, Sec 907 froze size of acquisition workforce at a previous baseline figure**
- **Additional Concerns at OSD over large numbers to be added**
- **Because of Refined Packard Commission definitions issues surrounded Base OPS, technicians and civil works positions**
- **Assimilation stopped until sorted out**
- **Restructured approach considered**



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Good News ! DAWIA Changes



- No workforce size freeze reinstated in FY 05
- Packard Definitions not binding – guidance only
- CAPs decoupled from grade level



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Next Steps

- **Restart assimilation process.**
- **Stay with intended workforce definition scope to include Civil Works, Base Ops, appropriate others**
- **Estimated FE Career field size 20K or less**
- **USACE Complete this FY - IMA to follow**
- **Ready the support infrastructure (ACMs, certifying officials, etc.**
- **Will suggest workforce initiate DAU training now.**
- **ACQ 101 w/ FE Module On Web (Level 1)**
- **FE 201 on Web (Level 2)**
- **FE 301 Starting Development (Level 3)**



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FE Points of

Contact



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